

REGISTER OF WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Director Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 2015-4043
Revision No.: 8
Date of Last Revision: 07/03/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

This wage determination is applicable to the following cities and towns in the following counties:

HILLSBOROUGH COUNTY: Amherst, Brookline, Greenfield, Greenville, Hollis, Hudson, Litchfield, Lyndeboro, Mason, Merrimack, Milford, Mont Vernon, Nashua, Temple, Wilton

ROCKINGHAM COUNTY: Chester, Derry, Londonderry, Windham

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15 .28
01012 - Accounting Clerk II		17 .15
01013 - Accounting Clerk III		19 .19
01020 - Administrative Assistant		26 .25
01035 - Court Reporter		19 .64
01041 - Customer Service Representative I		15 .06
01042 - Customer Service Representative II		16 .94
01043 - Customer Service Representative III		18 .49
01051 - Data Entry Operator I		14 .56
01052 - Data Entry Operator II		15 .90
01060 - Dispatcher, Motor Vehicle		23 .86
01070 - Document Preparation Clerk		17 .08
01090 - Duplicating Machine Operator		17 .08
01111 - General Clerk I		15 .20
01112 - General Clerk II		16 .59
01113 - General Clerk III		18 .62

01120 - Housing Referral Assistant	21 .89
01141 - Messenger Courier	13 .58
01191 - Order Clerk I	15 .47
01192 - Order Clerk II	16 .88
01261 - Personnel Assistant (Employment) I	16 .23
01262 - Personnel Assistant (Employment) II	18 .16
01263 - Personnel Assistant (Employment) III	20 .25
01270 - Production Control Clerk	26 .59
01290 - Rental Clerk	14 .15
01300 - Scheduler, Maintenance	17 .55
01311 - Secretary I	17 .55
01312 - Secretary II	19 .64
01313 - Secretary III	21 .89
01320 - Service Order Dispatcher	22 .35
01410 - Supply Technician	26 .25
01420 - Survey Worker	17 .08
01460 - Switchboard Operator/Receptionist	13 .31
01531 - Travel Clerk I	15 .17
01532 - Travel Clerk II	16 .41
01533 - Travel Clerk III	17 .69
01611 - Word Processor I	15 .64
01612 - Word Processor II	17 .55
01613 - Word Processor III	19 .64

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	23 .35
05010 - Automotive Electrician	20 .15
05040 - Automotive Glass Installer	19 .07
05070 - Automotive Worker	19 .07
05110 - Mobile Equipment Servicer	17 .03
05130 - Motor Equipment Metal Mechanic	21 .18
05160 - Motor Equipment Metal Worker	19 .07
05190 - Motor Vehicle Mechanic	21 .18
05220 - Motor Vehicle Mechanic Helper	16 .00
05250 - Motor Vehicle Upholstery Worker	18 .04
05280 - Motor Vehicle Wrecker	19 .07
05310 - Painter, Automotive	20 .31
05340 - Radiator Repair Specialist	19 .07
05370 - Tire Repairer	12 .90
05400 - Transmission Repair Specialist	21 .18

07000 - Food Preparation And Service Occupations

07010 - Baker	15 .14
07041 - Cook I	15 .92
07042 - Cook II	17 .83

07070 - Dishwasher	10 .22
07130 - Food Service Worker	10 .39
07210 - Meat Cutter	20 .10
07260 - Waiter/Waitress	9 .53

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	16 .83
09040 - Furniture Handler	11 .74
09080 - Furniture Refinisher	16 .83
09090 - Furniture Refinisher Helper	13 .36
09110 - Furniture Repairer, Minor	15 .07
09130 - Upholsterer	16 .83

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	12 .49
11060 - Elevator Operator	13 .53
11090 - Gardener	16 .93
11122 - Housekeeping Aide	13 .53
11150 - Janitor	13 .53
11210 - Laborer, Grounds Maintenance	13 .99
11240 - Maid or Houseman	10 .32
11260 - Pruner	13 .04
11270 - Tractor Operator	15 .92
11330 - Trail Maintenance Worker	13 .99
11360 - Window Cleaner	14 .50

12000 - Health Occupations

12010 - Ambulance Driver	18 .48
12011 - Breath Alcohol Technician	21 .35
12012 - Certified Occupational Therapist Assistant	27 .71
12015 - Certified Physical Therapist Assistant	26 .93
12020 - Dental Assistant	24 .19
12025 - Dental Hygienist	40 .00
12030 - EKG Technician	32 .35
12035 - Electroneurodiagnostic Technologist	32 .35
12040 - Emergency Medical Technician	18 .48
12071 - Licensed Practical Nurse I	19 .08
12072 - Licensed Practical Nurse II	21 .35
12073 - Licensed Practical Nurse III	23 .80
12100 - Medical Assistant	17 .08
12130 - Medical Laboratory Technician	19 .22
12160 - Medical Record Clerk	16 .96
12190 - Medical Record Technician	18 .98
12195 - Medical Transcriptionist	19 .94
12210 - Nuclear Medicine Technologist	45 .11

12221 - Nursing Assistant I	11 .84
12222 - Nursing Assistant II	13 .31
12223 - Nursing Assistant III	14 .53
12224 - Nursing Assistant IV	16 .30
12235 - Optical Dispenser	19 .24
12236 - Optical Technician	20 .34
12250 - Pharmacy Technician	14 .56
12280 - Phlebotomist	18 .81
12305 - Radiologic Technologist	30 .58
12311 - Registered Nurse I	26 .33
12312 - Registered Nurse II	32 .21
12313 - Registered Nurse II, Specialist	32 .21
12314 - Registered Nurse III	38 .97
12315 - Registered Nurse III, Anesthetist	38 .97
12316 - Registered Nurse IV	46 .71
12317 - Scheduler (Drug and Alcohol Testing)	26 .44
12320 - Substance Abuse Treatment Counselor	26 .42

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	19 .69
13012 - Exhibits Specialist II	24 .40
13013 - Exhibits Specialist III	29 .84
13041 - Illustrator I	19 .69
13042 - Illustrator II	24 .40
13043 - Illustrator III	29 .84
13047 - Librarian	27 .02
13050 - Library Aide/Clerk	12 .57
13054 - Library Information Technology Systems Administrator	24 .40
13058 - Library Technician	16 .87
13061 - Media Specialist I	17 .60
13062 - Media Specialist II	19 .69
13063 - Media Specialist III	21 .95
13071 - Photographer I	17 .38
13072 - Photographer II	19 .45
13073 - Photographer III	24 .09
13074 - Photographer IV	29 .47
13075 - Photographer V	35 .66
13090 - Technical Order Library Clerk	16 .22
13110 - Video Teleconference Technician	18 .04

14000 - Information Technology Occupations

14041 - Computer Operator I	16 .60
14042 - Computer Operator II	18 .57
14043 - Computer Operator III	20 .71
14044 - Computer Operator IV	23 .00

14045 - Computer Operator V		25 .48
14071 - Computer Programmer I	(see 1)	20 .35
14072 - Computer Programmer II	(see 1)	25 .21
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16 .60
14160 - Personal Computer Support Technician		23 .03
14170 - System Support Specialist		37 .23

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		31 .98
15020 - Aircrew Training Devices Instructor (Rated)		38 .33
15030 - Air Crew Training Devices Instructor (Pilot)		45 .94
15050 - Computer Based Training Specialist / Instructor		31 .98
15060 - Educational Technologist		31 .48
15070 - Flight Instructor (Pilot)		45 .94
15080 - Graphic Artist		22 .36
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42 .51
15086 - Maintenance Test Pilot, Rotary Wing		42 .51
15088 - Non-Maintenance Test/Co-Pilot		42 .51
15090 - Technical Instructor		25 .75
15095 - Technical Instructor/Course Developer		31 .49
15110 - Test Proctor		20 .78
15120 - Tutor		20 .78

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler		12 .28
16030 - Counter Attendant		12 .28
16040 - Dry Cleaner		15 .40
16070 - Finisher, Flatwork, Machine		12 .28
16090 - Presser, Hand		12 .28
16110 - Presser, Machine, Drycleaning		12 .28
16130 - Presser, Machine, Shirts		12 .28
16160 - Presser, Machine, Wearing Apparel, Laundry		12 .28
16190 - Sewing Machine Operator		16 .31
16220 - Tailor		17 .03
16250 - Washer, Machine		12 .89

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)		20 .23
19040 - Tool And Die Maker		24 .18

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	19 .55
21030 - Material Coordinator	26 .59
21040 - Material Expediter	26 .59
21050 - Material Handling Laborer	13 .16
21071 - Order Filler	12 .73
21080 - Production Line Worker (Food Processing)	19 .55
21110 - Shipping Packer	16 .84
21130 - Shipping/Receiving Clerk	16 .84
21140 - Store Worker I	14 .87
21150 - Stock Clerk	18 .13
21210 - Tools And Parts Attendant	19 .55
21410 - Warehouse Specialist	19 .55

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	30 .46
23019 - Aircraft Logs and Records Technician	24 .74
23021 - Aircraft Mechanic I	29 .05
23022 - Aircraft Mechanic II	30 .46
23023 - Aircraft Mechanic III	31 .84
23040 - Aircraft Mechanic Helper	21 .94
23050 - Aircraft, Painter	27 .64
23060 - Aircraft Servicer	24 .74
23070 - Aircraft Survival Flight Equipment Technician	27 .64
23080 - Aircraft Worker	26 .15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26 .15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29 .05
23110 - Appliance Mechanic	24 .44
23120 - Bicycle Repairer	16 .32
23125 - Cable Splicer	28 .05
23130 - Carpenter, Maintenance	23 .67
23140 - Carpet Layer	23 .12
23160 - Electrician, Maintenance	27 .62
23181 - Electronics Technician Maintenance I	25 .90
23182 - Electronics Technician Maintenance II	27 .38
23183 - Electronics Technician Maintenance III	28 .78
23260 - Fabric Worker	21 .88
23290 - Fire Alarm System Mechanic	27 .07
23310 - Fire Extinguisher Repairer	20 .64
23311 - Fuel Distribution System Mechanic	25 .42
23312 - Fuel Distribution System Operator	20 .64
23370 - General Maintenance Worker	19 .48
23380 - Ground Support Equipment Mechanic	29 .05
23381 - Ground Support Equipment Servicer	24 .74
23382 - Ground Support Equipment Worker	26 .15

23391 - Gunsmith I	20 .64
23392 - Gunsmith II	23 .12
23393 - Gunsmith III	25 .68
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26 .36
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27 .64
23430 - Heavy Equipment Mechanic	26 .66
23440 - Heavy Equipment Operator	24 .89
23460 - Instrument Mechanic	25 .68
23465 - Laboratory/Shelter Mechanic	24 .44
23470 - Laborer	13 .16
23510 - Locksmith	23 .55
23530 - Machinery Maintenance Mechanic	27 .21
23550 - Machinist, Maintenance	24 .67
23580 - Maintenance Trades Helper	13 .84
23591 - Metrology Technician I	25 .68
23592 - Metrology Technician II	26 .93
23593 - Metrology Technician III	28 .15
23640 - Millwright	27 .57
23710 - Office Appliance Repairer	22 .26
23760 - Painter, Maintenance	16 .84
23790 - Pipefitter, Maintenance	26 .59
23810 - Plumber, Maintenance	25 .30
23820 - Pneudraulic Systems Mechanic	25 .68
23850 - Rigger	25 .68
23870 - Scale Mechanic	23 .12
23890 - Sheet-Metal Worker, Maintenance	23 .66
23910 - Small Engine Mechanic	19 .81
23931 - Telecommunications Mechanic I	27 .99
23932 - Telecommunications Mechanic II	29 .81
23950 - Telephone Lineman	25 .74
23960 - Welder, Combination, Maintenance	21 .60
23965 - Well Driller	25 .68
23970 - Woodcraft Worker	25 .68
23980 - Woodworker	19 .12

24000 - Personal Needs Occupations

24550 - Case Manager	15 .94
24570 - Child Care Attendant	11 .11
24580 - Child Care Center Clerk	13 .86
24610 - Chore Aide	12 .82
24620 - Family Readiness And Support Services Coordinator	15 .94
24630 - Homemaker	15 .94

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	25 .68
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25040 - Sewage Plant Operator	26 .29
25070 - Stationary Engineer	25 .68
25190 - Ventilation Equipment Tender	19 .40
25210 - Water Treatment Plant Operator	26 .29

27000 - Protective Service Occupations

27004 - Alarm Monitor	21 .69
27007 - Baggage Inspector	16 .18
27008 - Corrections Officer	25 .91
27010 - Court Security Officer	26 .26
27030 - Detection Dog Handler	18 .50
27040 - Detention Officer	25 .91
27070 - Firefighter	23 .16
27101 - Guard I	16 .18
27102 - Guard II	18 .50
27131 - Police Officer I	29 .17
27132 - Police Officer II	32 .43

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	11 .41
28042 - Carnival Equipment Repairer	12 .06
28043 - Carnival Worker	9 .45
28210 - Gate Attendant/Gate Tender	17 .17
28310 - Lifeguard	13 .72
28350 - Park Attendant (Aide)	19 .22
28510 - Recreation Aide/Health Facility Attendant	14 .03
28515 - Recreation Specialist	19 .51
28630 - Sports Official	15 .30
28690 - Swimming Pool Operator	17 .64

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	23 .12
29020 - Hatch Tender	23 .12
29030 - Line Handler	23 .12
29041 - Stevedore I	21 .88
29042 - Stevedore II	24 .44

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42 .15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29 .06
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32 .00
30021 - Archeological Technician I		17 .71
30022 - Archeological Technician II		19 .81
30023 - Archeological Technician III		24 .55
30030 - Cartographic Technician		24 .55

30040 - Civil Engineering Technician		25 .22
30051 - Cryogenic Technician I		26 .97
30052 - Cryogenic Technician II		29 .79
30061 - Drafter/CAD Operator I		17 .71
30062 - Drafter/CAD Operator II		19 .81
30063 - Drafter/CAD Operator III		22 .09
30064 - Drafter/CAD Operator IV		27 .17
30081 - Engineering Technician I		15 .12
30082 - Engineering Technician II		16 .97
30083 - Engineering Technician III		21 .45
30084 - Engineering Technician IV		23 .52
30085 - Engineering Technician V		28 .77
30086 - Engineering Technician VI		34 .81
30090 - Environmental Technician		22 .39
30095 - Evidence Control Specialist		24 .35
30210 - Laboratory Technician		20 .17
30221 - Latent Fingerprint Technician I		26 .97
30222 - Latent Fingerprint Technician II		29 .79
30240 - Mathematical Technician		24 .55
30361 - Paralegal/Legal Assistant I		21 .02
30362 - Paralegal/Legal Assistant II		26 .05
30363 - Paralegal/Legal Assistant III		31 .87
30364 - Paralegal/Legal Assistant IV		38 .56
30375 - Petroleum Supply Specialist		29 .79
30390 - Photo-Optics Technician		24 .55
30395 - Radiation Control Technician		29 .79
30461 - Technical Writer I		29 .83
30462 - Technical Writer II		36 .49
30463 - Technical Writer III		44 .14
30491 - Unexploded Ordnance (UXO) Technician I		26 .79
30492 - Unexploded Ordnance (UXO) Technician II		32 .41
30493 - Unexploded Ordnance (UXO) Technician III		38 .85
30494 - Unexploded (UXO) Safety Escort		26 .79
30495 - Unexploded (UXO) Sweep Personnel		26 .79
30501 - Weather Forecaster I		26 .97
30502 - Weather Forecaster II		32 .80
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22 .09
30621 - Weather Observer, Senior	(see 2)	24 .55

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		32 .41
31020 - Bus Aide		14 .01
31030 - Bus Driver		18 .50
31043 - Driver Courier		14 .03
31260 - Parking and Lot Attendant		12 .77

31290 - Shuttle Bus Driver	14 .81
31310 - Taxi Driver	11 .16
31361 - Truckdriver, Light	14 .81
31362 - Truckdriver, Medium	15 .70
31363 - Truckdriver, Heavy	21 .87
31364 - Truckdriver, Tractor-Trailer	21 .87

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist	15 .80
99030 - Cashier	10 .07
99050 - Desk Clerk	10 .71
99095 - Embalmer	28 .59
99130 - Flight Follower	26 .79
99251 - Laboratory Animal Caretaker I	10 .17
99252 - Laboratory Animal Caretaker II	10 .81
99260 - Marketing Analyst	35 .05
99310 - Mortician	28 .59
99410 - Pest Controller	21 .72
99510 - Photofinishing Worker	15 .03
99710 - Recycling Laborer	14 .81
99711 - Recycling Specialist	16 .85
99730 - Refuse Collector	13 .82
99810 - Sales Clerk	12 .38
99820 - School Crossing Guard	15 .22
99830 - Survey Party Chief	22 .88
99831 - Surveying Aide	13 .93
99832 - Surveying Technician	20 .81
99840 - Vending Machine Attendant	18 .44
99841 - Vending Machine Repairer	21 .95
99842 - Vending Machine Repairer Helper	18 .44

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick

leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such

uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).